

Executive Registry  
63-7290

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22 SEP 1966

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT: Inspector General's Survey of the Office  
of Central Reference, September 1963

1. Forwarded herewith is an I.G. survey report on the Office of Central Reference, DD/I. Also attached for your signature is a memorandum to the Deputy Director (Intelligence) with a request for response in 60 days.

2. OCR is one of the Agency's larger components. It is heavily committed in the field of furnishing services of common concern to the Agency and the other members of the intelligence community. By and large, we found it well managed and competently staffed with dedicated personnel at all levels.

3. Despite generally high morale, we encountered a recurrent feeling of frustration at various levels throughout the OCR organization. Some of this can be attributed to the inherent monotony and tedium associated with many of its functions. However, a great deal of this undercurrent stems directly from a feeling by OCR employees that they are not given equitable treatment gradewise with personnel of other components performing similar functions. Our survey findings indicate that inequities

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do in fact exist. Because of this situation and the strength of this feeling, the keynote of this report is an omnibus recommendation that the Office of Personnel undertake a major classification study of OCR, including comparative analysis with other DD/I components.

4. Other recommendations are designed to broaden the scope of OCR training practices and enhance individual career development. We propose the issuance of new regulations to systematize the Agency's Top Secret control procedures and to provide a charter for the overt liaison functions performed by the OCR Liaison Staff. There appears to be a need for a new inter-Agency directive to establish the OCR Graphics Register as a service of common concern in the field of photographic intelligence. Additional recommendations deal with the security and efficiency of physical working conditions and adjustments in internal organization arising from the recent inauguration of the DD/I Collection Guidance Staff.

[Redacted Signature]

J. S. Earman  
Inspector General

Attachments: as stated